

# The Mindful Group Inc

Executive Director / CEO

EIN 842213013

WI · NTEE S20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Reginald Reed, Executive Director / CEO** (\$20,000) against **every comparable organization** that fit the selection criteria — **212** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Reginald Reed — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

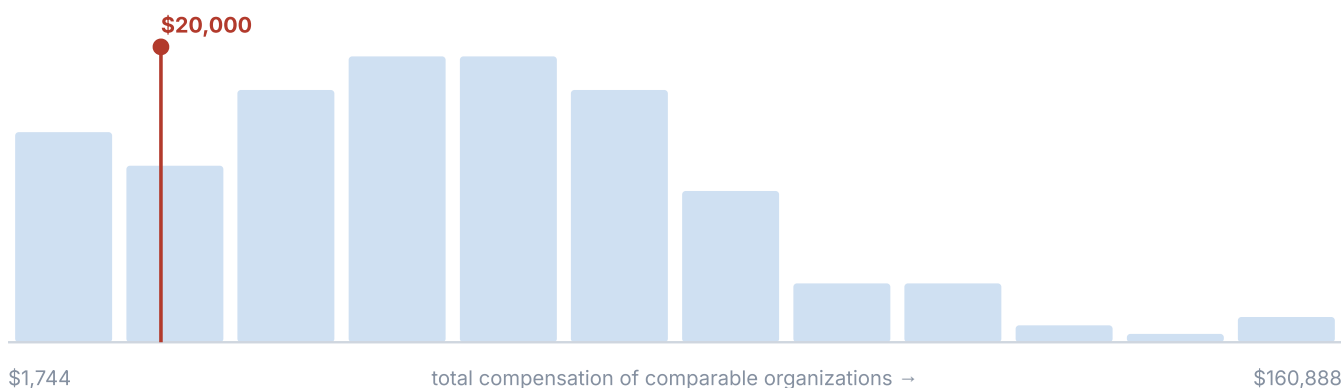
**SECTOR** Organizations sharing the subject's NTEE classification (S20).

**BUDGET** Total revenue between \$134,000 and \$300,000 — 0.67x to 1.50x the subject's \$200,000 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

**212** organizations qualified on sector, size, and geography → **212** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$14,123	\$31,133	\$53,206	\$73,871	\$92,062	\$20,000
----------	----------	----------	----------	----------	----------



## ■ Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to WI cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Three Squares Main Street Jp Inc</a>	MA	\$200,480	Executive Director	\$75,445	<b>\$66,833</b>	2023
<a href="#">New Consensus</a>	DC	\$200,567	Executive Director	\$179,707	<b>\$155,459</b>	2023
<a href="#">Loiter</a>	OH	\$200,696	Cofounder	\$26,884	<b>\$29,221</b>	2022
<a href="#">Southeast Fairfax Development Corp</a>	VA	\$201,486	Executive Dir.	\$116,143	<b>\$107,377</b>	2024
<a href="#">Downtown Gadsden Inc</a>	AL	\$201,684	Executive Director	\$82,885	<b>\$88,272</b>	2023
<a href="#">Hammonton Revitalization Corporation</a>	NJ	\$201,722	Director	\$46,687	<b>\$41,092</b>	2023
<a href="#">Pan American Concerned Citizens Action League Inc</a>	NJ	\$202,484	Executive Director	\$84,618	<b>\$72,341</b>	2024
<a href="#">The Community Development Society</a>	MO	\$197,498	Executive Director	\$84,587	<b>\$85,785</b>	2024
<a href="#">Faith Coalition For The Common</a>	IL	\$196,683	Executive Di	\$87,917	<b>\$82,761</b>	2024
<a href="#">Jeffersonville Main Street Inc</a>	IN	\$196,383	Executive Director	\$76,135	<b>\$76,878</b>	2024
<a href="#">Delta Foundation Inc</a>	MS	\$203,948	Chariman & President	\$37,954	<b>\$41,671</b>	2023
<a href="#">The Macatawa Resource Center</a>	MI	\$203,954	Executive Dir.	\$33,277	<b>\$32,888</b>	2024
<a href="#">Friends Of Panthertown Inc</a>	NC	\$204,230	Executive Di	\$53,869	<b>\$54,871</b>	2023
<a href="#">Savannah Waterfront Association</a>	GA	\$204,437	Executive Di	\$116,600	<b>\$115,575</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Centro Nazareno De Compasion Agape Inc</a>	MN	\$195,549	Principal	\$37,837	<b>\$34,877</b>	2025
<a href="#">Chicago Housing Consulting Services Inc</a>	IL	\$195,510	Director	\$45,067	<b>\$42,424</b>	2024
<a href="#">A Greater Good</a>	IN	\$204,813	President	\$35,366	<b>\$36,766</b>	2023
<a href="#">The Camden Collective</a>	MN	\$205,418	Executive Director	\$60,238	<b>\$56,993</b>	2024
<a href="#">Peak Literacy Inc</a>	FL	\$205,439	Executive Director	\$67,319	<b>\$60,555</b>	2024
<a href="#">Jacksonville Main Street</a>	IL	\$193,806	Executive Director	\$36,984	<b>\$35,843</b>	2023
<a href="#">Providence Resilience Partnership Inc</a>	RI	\$206,200	Executive Director	\$130,000	<b>\$119,359</b>	2024
<a href="#">Schenectady Greenmarket Inc</a>	NY	\$193,489	Executive Director	\$29,120	<b>\$25,940</b>	2023
<a href="#">Alliance Area Development</a>	OH	\$192,411	President	\$84,653	<b>\$85,852</b>	2024
<a href="#">Discover Downtown Franklin Inc</a>	IN	\$207,997	Former Executive Director	\$37,798	<b>\$39,294</b>	2023
<a href="#">Jackson Metro Sponsoring Committee-worki</a>	MS	\$208,127	Lead Organizer	\$110,175	<b>\$120,965</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

## ● Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to WI cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: [peerbasis.org/methodology](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	212 organizations. Compensation range \$1,744–\$160,888; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$200,000); for reference, expenses \$62,538 and assets \$137,462. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Reginald Reed, reported title " <i>Director</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	15 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	14 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	13 <sup>th</sup>
Reportable pay only (column D), adjusted	18 <sup>th</sup>
All sources (D + E + F), adjusted	13 <sup>th</sup>

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

### ● Rebuttable presumption of reasonableness · 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

#### Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Reginald Reed) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 212 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,000 is reasonable (approximately the 14<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination

concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

---

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.